

**COMMITTEE ON GOVERNMENT REFORM**  
**SUBCOMMITTEE ON THE CIVIL SERVICE AND AGENCY REORGANIZATION**  
**CONGRESSWOMAN JO ANN DAVIS, CHAIRWOMAN**



**MEDIA ADVISORY**

**FOR IMMEDIATE RELEASE:**  
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***Civil Service Subcommittee to Examine Defense Department's  
Proposal for a National Security Personnel System***

**What:** Hearing, "Transforming the Defense Department: Examining the Merits of the Proposed National Security Personnel System"

**When:** Tuesday, April 29, 2003 at 10 a.m.

**Where:** Room 2154, Rayburn House Office Building

**Background:** On April 10, 2003, the Department of Defense forwarded to Congress "The Defense Transformation for the 21<sup>st</sup> Century Act," part of which amends Title 5 of the U.S. Code by adding a "Chapter 99 – Department of Defense National Security Personnel System." The National Security Personnel System incorporates many of the flexibilities granted to the Homeland Security Department last fall and, in several instances, provides the Defense Department with additional civil service and personnel exceptions.

These proposed changes would apply to the Pentagon's more than 600,000 civilian employees – who represent roughly one-third of the federal government's total non-postal civilian workforce. The proposal would allow the Defense Department to create its own performance-based pay system, as well as grant the Department additional employment, hiring and pay flexibilities that it says are necessary to fulfill its mission in the 21<sup>st</sup> Century.

**Witnesses:** **David S. Chu, Undersecretary for Personnel and Readiness, Defense Department**  
**Dan G. Blair, director, Office of Personnel Management**  
**David M. Walker, Comptroller General, General Accounting Office**  
**Bobby L. Harnage American Federation of Government Employees**  
**Jerry Shaw, General Counsel, Senior Executives Association**